

ANNUAL FCC EEO PUBLIC FILE REPORT
COVERING THE PERIOD June 1, 2011 - May 31, 2012
STATION(S) KLEW-TV

Section I: Vacancy Information

	Full-time Vacancies Filled	Recruitment Source of Hiree	Date Position Opened	Date Position Closed	Total # of Interviews for this Vacancy
1	News Director	Employee Referral	7/18/2011	8/12/2011	5
2	Sports Anchor/Reporter	Employee Referral	8/16/2011	10/4/2011	5
3	Reporter	Employee Referral	10/19/2011	12/5/2011	5
4	Reporter	Other- Referred by personal reference	1/13/2012	4/17/2012	5

Total Number of Persons Interviewed during this Period:

20

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Section II: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total # of Interviewees Referred	Vacancies for Which This Source was Utilized	Did the Source Request the Posting?
1	Alliance for Women In Media - 1760 Old Meadow Road McLean, VA 22102 703-506-6290		1-4	No
2	American Broadcasting School - 4511 SE 29th Street Oklahoma City, OK 73115 405-672-6511 Michelle McConnell		1-4	No
3	Boise State - Career Center - 1910 University Drive Boise, ID 83725 208-426-1000			No
4	Business Careers 1001 4th Ave, Ste 230 Seattle, WA 98154 206-447-7474			No
5	California Chicano News Media Association - 3502 Watt Way, ASC Los Angeles, CA 90089 213-740-5263 Julio Moran			No
6	California State University - Bakersfield Career Development Center - 9001 Stockdale Hwy Bakersfield, CA 93311 661-654-2782		1-4	No
7	California State University - Chico Journalism Department - Tehama Hall 207 Chico, CA 95929 530-898-4779 Glen Bleske		1-4	No
8	Cal State Monterey Bay - Career Development - 100 Campus Center Bldg. 44 Seaside, CA 93955 831-582-3845		1-4	No
9	Centro Latino Americano - 944 West 5th Ave Eugene, OR 97402 541-687-2667 Roxanne Franco		1-4	No
10	City University - Career Planning & Placement - 11900 NE First St. Bellevue, WA 98005 425-709-7606 Stephanie Manelli		1-4	No
11	Central Washington University - Career Center - 400 E University Way Ellensburg, WA 98926 509-963-2446 Noella Wyatt		1-4	No

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12	Central Washington University - Dept. of Comm - 400 E University Way Ellensburg, WA 98926 509-963-2446 Robert Fordan			No
13	Central Washington - Employer Recruitment - 400 E University Way Ellensburg, WA 98926 509-963-2446		1-4	No
14	Central Washington University - Film & Video Studies - 400 E University Way Ellensburg, WA 98926 509-963-2446 Michelle Ogden		1-4	No
15	Colorado Broadcasters Association - P.O. Box 2369 Breckenridge, CO 80424 970-547-1388		1-4	No
16	Confederated Tribes - 1245 Fulton Ave Coos Bay, OR 97420 541-888-9577 Tim Cummins		1-4	No
17	Craigslist - 1381 9th Ave San Francisco, CA 94122 800-664-0633		2*, 3*, 4*	No
18	Department of Labor - Idaho - 317 W Main Street Boise, ID 83735 208-332-3570			No
19	Eastern Washington University - Media & Film - 104 RTV Building Cheney, WA 99004 509-359-6390 Pam Bumpas		1-4	No
20	Edmonds Community College - 20000 68th Ave W Lynwood WA 98036 425-640-1808		1-4	No
21	Employee Referral	15	1-3	No
22	Employment Security Department Worksource - 919 SW Grady Way, Ste 125 Renton, WA 98057 206-205-3504 Benjamin Castilla		3*, 4*	No
23	Employment Security Department Worksource - Yakima WA 509-574-0163 Carol Cauthron ccauthron@esd.wa.gov		1-4	No

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24	Employment Security Department - Worksource- 1530 Stevens Walla Walla, WA 99362 509-527-1811		1-4	No
25	The Evergreen State College - 2700 Evergreen Parkway Olympia, WA 98505 360-867-6000		1-4	No
26	Fisher Communications Website		1-4 *	No
27	Gonzaga University - Career Center 502 East Boone Ave Spokane, WA 99258 509-328-4220		1-4	No
28	Grays Harbor College - 1620 Edward P Smith Drive Aberdeen, WA 98520 360-532-9020		1-4	No
29	Green River Community College - 12401 SE 320th Street Auburn, WA 98092 253-833-9111		1-4	No
30	Heritage University - 3240 Fort Road Toppenish, WA 98948 888-272-6190		1-4	No
31	Idaho State Broadcasters Association 1674 Hill Rd, Ste 3 Boise, ID 83702 208-345-3072			No
32	Idaho State University - 921 South 8th Avenue Pocatello, ID 83209 208-282-0211		3*	No
33	Illinois Center for Broadcasting - 455 Eisenhower Ln S, Ste 200 Lombard, IL 60148 630-916-1700 Dave Cogozzo		1-4	No
34	Indeed.com			No
35	International Women's Media Foundation 1625 K Street NW, Ste 1275 Washington, DC 20006 202-496-1992		1-4	No
36	ITT Technical Institute - 12720 Gateway Drive, Ste 100 Seattle, WA 98168 206-244-3300 Julie Wiese		1-4	No
37	KLEW Internal		1-4*	No
38	KLEW Website		1-4*	No

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39	Kern County Career Services Center - 1600 E Belle Terrace Bakersfield, CA 93307 661-325-4473		1-4	No
40	Kern County Hispanic Chamber of Commerce - 231 H Street Bakersfield, CA 93304 661-633-5495 Beth Carter		1-4	No
41	Lake Washington Technical College - 11605 132nd Ave NE Kirkland, WA 98034 425-739-8100		1-4	No
42	Lane Community College - Career & Employment Services - 4000 East 30th Ave Eugene, OR 97405 541-463-3000 Teresa Hughes		1-4	No
43	Lane Community College - Media Arts & Technology - Employment Services - 4000 East 30th Ave Eugene, OR 97405 541-463-3000		1-4	No
44	Laurel Hill Center - 2145 Centennial Plz Eugene, OR 97401 541-485-6340		1-4	No
45	MediaLine - P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073		1, 2*, 3*, 4*	No
46	Montana Broadcasters Association - HC 70 Box 98 Bonner, MT 59823 406-244-4622			No
47	Mount Hood Community College - Job Placement Center - 26000 SE Start Street Gresham, OR 97030 503-491-6422 Christy Weigel		1-4	No
48	National Association of Broadcasters Job Board 1771 N Street N Washington, DC 20036 202-429-5300			No
49	National Association of Hispanic Journalists 529 14th St, Ste 1000 Washington, DC 20045 202-662-7145 Joseph Torres			No

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50	National Hispanic Media Coalition - 2514 S Grand Ave Los Angeles, CA 90007 213-743-6988		1-4	No
51	National Lesbian and Gay Journalists - 2120 L St NW, Ste 850 Washington, DC 20037 202-906-9885		1-4	No
52	Nevada Broadcasters Association - 1050 East Flamingo Road, Ste 5-102 Las Vegas, NV 89119 702-794-4994			No
53	NW Asian Weekly & Seattle Chinese Post - 412 Maynard Ave S Seattle, WA 98104 206-223-5559 Carol Vu		1-4	No
54	Northwest Employment Listings - 9315 Gravelly Lake Rd, Ste 204 Lakewood, WA 98499 253-588-6187 Tina Hathaway		1-4	No
55	Oregon Association of Broadcasters - 7150 SW Hampton St Portland, OR 97223 503-443-2299 Bill Moore		1-4	No
56	Oregon Employment Department - 875 Union St. NE Salem, OR 97311 800-237-3710		1-4	No
57	Pacific Lutheran University - 12180 Park Avenue S Tacoma, WA 98447 253-531-6900		1-4	No
58	Portland State University - 1825 SW Broadway Portland, OR 97201 503-725-30000		1-4	No
59	Seattle Central Community College - Woman's Programs - 1701 Broadway Seattle, WA 98122 206-587-3800		1-4	No
60	Seattle University - Albers Placement Center - 900 Broadway, Pigott 331 Seattle, WA 98122 206-296-5687 Carla Blaschka		1-4	No

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61	Seattle University - Career Services - 900 Broadway Seattle, WA 98122 206-296-5687		1-4	No
62	Seattle University - Communications Department 900 Broadway Seattle, WA 98122 206-296-5687 Jeff Philpott		1-4	No
63	South Seattle Community College - Career Services - 6000 16th Ave SW Seattle, WA 98106 206-762-3980		1-4	No
64	Texas A&M University - College Station, Texas 77843 979-845-3211			No
65	The Art Institute of Portland - 1122 NW Davis Street Portland, OR 97209 503-228-6528 Tafflyn Williams		1-4	No
66	The Art Institute of Seattle - Video Production - 2323 Elliot Ave Seattle, WA 98121 206-239-2337 Don Schaab		1-4	No
67	The Art Institute of Seattle - 2323 Elliot Ave Seattle, WA 98121 206-239-2337 Jennifer Abramski		1-4	No
68	The Imagen Foundation - 18034 Ventura Boulevard, Ste 261 Encino, CA 91316 626-376-9751		1-4	No
69	The Leadership Institute - 1101 N Highland Street Arlington, VA 22201 703-247-2000		1-4	No
70	Tresure Valley Community College - 650 College Blvd. Ontario, OR 97914 541-881-8822			No
71	TV Jobs.com - P.O. Box 4116 Oceanside, CA 92502 877-988-9808 Mark Halloway	1	1*, 2*	No

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72	University of Idaho - Career Center - 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096		1, 2*, 3, 4	No
73	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096 Glen Mosley		1-4	No
74	U of O - Career Center - 1585 E 13th Ave Eugene, OR 97403 541-346-1000		1-4	No
75	U of O - School of Journalism - 1585 E 13th Ave Eugene, OR 97403 541-346-1000 Bill Morrill		1-4	No
76	USC - School for Communication & Journalism - Los Angeles, CA 90089 213-740-2311		1-4	No
77	UW Career Center - Box 353740 Seattle, WA 98195 206-543-8860		1-4	No
78	UW - Communications Undergrad Advising - Box 353740 Seattle, WA 98195 206-543-8860 Diana Smith		1-4	No
79	Utah Broadcasters Association - 1600 S Main Street Salt Lake City, UT 84115 801-486-9521		1-4	No
80	Washington State Association of Broadcasters - Job Bank - 724 Columbia St. NW, Ste 310 Olympia, WA 98501 360-705-0774		1-4	No
81	Washington Vocational Services - 22316 70th Ave W, Ste D Mountlake Terrace, WA 98043 425-774-3338 P. Bouwer		1-4	No
82	Western Washington Indian Employment - 3701 6th Ave #4 Tacoma, WA 98406 253-879-9066		1-4	No
83	Whitworth College Career Planning & Placement 300 W Hawthorne Rd, MS 4309 Spokane, WA 99251 509-777-1000 Gordon Jacobson		1-4	No

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84	Word of Mouth	3		No
85	WSU - Edward R. Murrow School of Communications - 226 Murrow Center Pullman, WA 99164 509-335-3068 Glenn Johnson	1	1-4	No
86	WWU - Career Services Center - Bellingham, WA 98225 360-650-3240 Tina Loudon		1-4	No
87	WWU - Dept. of Communications - Bellingham, WA 98225 360-650-6870 Ann Dwyer		1-4	No
88	Lost Remote Lost Remote Seattle/New York tips@lostremote.com or ads[at]lostremote.com			
89	National Press Photographers Association 3200 Croasdaile Dr Ste 306 Durham, NC 27705 919-383-7246 Info@nppa.org			
90	RegionalHelpWanted.com, Inc. 6465 Greenwood Plaza Blvd Suite 400 Centennial, CO 80111 800-365-8630 www.RegionalHelpWanted.com			
91	Collective Talent 26150 Hersheyvale Franklin, MI 48025 Info@michaelsmedia.com http://www.collectivetalent.com			
	Total Interviews	20		

* Denotes posting of vacancy on job board www.broadbean.com

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Section III:

Narrative Description of Initiatives undertaken during this year. (Include dates of job-fairs, names of station employees who attended and short description of activities that occurred, etc.)

COMMUNITY EVENTS:

Station Tours: KLEW provides tours of the television facilities for local schools, scout and church groups. Atleast 17 tours were given during this reporting time frame.

Our weather team, Michael Coats and Steve Cannon visit elementary school classrooms and talk to students about weather and how they make their weather predktions. 3 visits were made in January and 2 visits were made in March of 2012.

General Sales Manager, Monte Young, spoke to a Mass Communications class at BYU-Idaho on 05/10/12 about television sales. There were about 27 students in the class.

EDUCATIONAL INITIATIVE:

News Director, Curtis Jackson mentors classes at ISU. In November of 2011, he mentored a Mass Media class and a Communications class.

Reading to students: Steve Cannon was a guest reader at the Idaho Falls Public Library on 3/02/12 ("Dr. Seuss Day"). Stephanie Hale and Caleb James read to students at Hawthorne Elementary on 3/20/12.

General Manager, Mark Danielson, participated in a BYU-Idaho Webinar and spoke to students about how to use the Internet and social media in television and what impact that has had on the traditional broadcast TV model. This event was on 03/05/12. Operations Manager, Russ Haack, conducted 2 workshops for students in ISU's Mass Communications class. The first workshop was for Technical Directors and was conducted on 03/21/12. The second workshop was for Newscast Directors and was conducted on 04/11/12. There were about 10 students in each workshop.

INTERNSHIPS:

News Department Internship Program: The station recruits from Idaho State University and BYU-Idaho. Internships typically run for 3-4 months. During this reporting time frame, the station had 3 interns.

Sales Department Internship Program: The station recruits from Idaho State University and BYU-Idaho. Internships typically run for 3-4 months. During this reporting time frame, the station had 3 interns.

MINORITY SCHOLARSHIPS:

Fisher Communications, Inc. is committed to a diverse workforce. In conjunction with higher educational institutions, Fisher provides annual scholarships for minority college students majoring in Broadcasting, Journalism or Marketing through the Fisher Scholarship for Minorities and the Thomas Durgan Minority Scholarship funds. Station has the opportunity to nominate and assist in the recruiting efforts for scholarship candidates.